

# Korn Ferry Assessment of Leadership Potential

**Accurately identify high-potential leaders.**

## **Reveal the talent that will take your organization to the top.**

The Korn Ferry Assessment of Leadership Potential provides organizations with the ability to objectively and accurately identify people with high leadership potential.

Our easy-to-use, comprehensive assessment tool utilizes research to determine and measure the seven key signposts of leadership potential:

- **Learning agility:** the ability and willingness to learn from experience and apply that learning to perform successfully under new and first-time conditions.
- **Experience:** the experiences that have shaped and prepared a candidate to be successful in higher-level positions.
- **Self-awareness:** the ability to identify personal strengths and weaknesses and how they affect others.
- **Leadership traits:** the traits that contribute to being a successful leader.
- **Leadership interest:** the drive and desire to be a leader.
- **Capacity for problem solving:** the cognitive abilities necessary to solve complex problems.
- **Derailment risk:** the risk of failure in higher-level positions.

## **Produce real results and reveal true leaders.**

- ▶ **Learning agility.** While the seven key signposts are equally weighted, learning agility is a keystone for success at the highest levels of leadership.
- ▶ **Complete view.** Our assessment gives a complete view of a person's leadership potential, no matter where they are in the organization.
- ▶ **The essential seven.** There is a reason we assess the seven key signposts: our research has shown that there are exactly seven key traits that accurately identify high potentials.

## Revealing talent. Producing leaders.

By using the Korn Ferry Assessment of Leadership Potential, your organization is equipped with actionable, research-backed insight that allows you to make the right decisions about who can successfully lead in your organization.

The assessment includes three dynamic reports that arm organizations with powerful information:

- **Individual report** - shows individual participants their measures in each of the seven signposts and provides the opportunity to map out individual development strategies.
- **Talent grid report** - provides an “at-a-glance” view of individuals and how they stack up against others within the organization, equipping leadership with the ability to make more accurate talent decisions.
- **Group aggregate report** - rolls up individual results to the organizational level to provide an in-depth perspective of the talent inventory trends.

## Korn Ferry Four Dimensions of Leadership and Talent.

All of the seven signposts measured by the Korn Ferry Assessment of Leadership Potential are qualities within the Korn Ferry Four Dimensions of Leadership and Talent, the world’s most credible tool for analyzing and predicting workplace and leadership performance.

## Unrivaled expertise.

For decades, Korn Ferry has been the leader in the area of high-potential identification, and our extensive research reveals which talent has the potential to succeed in leadership positions. With millions of assessments completed, only Korn Ferry has the scope and global scale to provide trusted guidance and proven expertise for your organization.